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### Personal growth in organizational contexts

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## Stellingen

Propositions pertaining to the dissertation

### **Personal Growth in Organizational Contexts. The Effectiveness of a Personal Growth Training for Employees and Leaders.**

by Thomas Kowalewski

1. After participation in a *7 Habits* training, employees do their work differently but not better. (this dissertation, chapter 5)
2. If organizations aim to reduce sick-leave taking, implementing the *7 Habits* training works counterproductive. (this dissertation, chapter 6)
3. After participation in a *7 Habits* training, a bad work-life balance is less likely to impair employees' self-regulatory capacity. (this dissertation, chapter 2)
4. Participation in a *7 Habits* training lowers employees' satisfaction with their current jobs. (this dissertation, chapter 4)
5. Managers who attend the traditional *7 Habits* training prefer an autocratic leadership style, whereas managers who attend the training to become trainers of the program themselves prefer a transformational leadership style. (this dissertation, chapter 7)
6. After participation in a *7 Habits* training, employees are less likely to align with the organizational culture. (this dissertation, chapter 3)
7. Without a systematic evaluation of trainings, organizations risk that unintended training effects remain unnoticed and that desirable changes are erroneously attributed to the implementation of the training. (this dissertation)
8. Positivity about a training is not a sufficient indicator of its effectiveness. (this dissertation)
9. Implementing a randomized control trial within an organization requires great dedication from all parties involved but is worth the effort. (personal experience)